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## For Our Information, December 1949, Vol. II, no. 9

ILR School, Cornell University

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## For Our Information, December 1949, Vol. II, no. 9

### Abstract

An official publication of the ILR School, Cornell University, "for the information of all faculty, staff and students."

### Keywords

school, industrial, labor, relations, cornell, university, history, archives

### Comments

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FOR OUR INFORMATION

F.O.I. appears bi-weekly from the Public Relations Office, Room 7, for the information of all faculty, staff and students of the New York State School of Industrial and Labor Relations, Cornell University. A report of the Joint Legislative Committee on Industrial and Labor Conditions states: "The most satisfactory human relationships are the product, not of legal compulsion, but rather of voluntary determination among human beings to cooperate with one another." In the same spirit, F.O.I. is dedicated to our mutual understanding.

TRUSTEES APPROVE VETERINARY SITE FOR NEW ILR SCHOOL

The Board of Trustees of the State University of New York recently approved a proposal to move the ILR School from its present temporary quarters on East Avenue to the site which is at present occupied by the New York State College of Veterinary Medicine. Present plans call for the re-location of the Veterinary College at the north end of Tower Road.

The Board of Trustees of Cornell University approved the location of the ILR School on the present Veterinary College site at the June Board meeting. There are many advantages in this decision, one of which is the fact that the School will be located near the Arts and Science campus with which the instruction of ILR is closely related.

Prior to the construction of the new ILR School, it will be necessary for architects to draw up complete specifications and blueprints for the new building. The State Legislature must then appropriate the necessary funds for construction of the School. Under present plans, the Veterinary College must be re-located at Tower Road before construction can start on the new ILR building.

ILR GRADUATE BASKETEERS OFF ON RIGHT FOOT

Playing their first game without a practice, the newly-formed graduate student basketball team made a promising start last week in the intra-mural league by trouncing the Law School 29 to 15. Using a two-platoon system, the ILR'ers quickly built up a 15 to 4 lead and then coasted to victory while experimenting with new plays. The following men participated in the victory: Mark Haskell, Bud Hollands, Malcolm MacGregor, Frank Mascola, Ed Rittenhouse, Charles Rohmann, Walt Suskind, Ed Wallace (Captain), Ed Wickersham, and Bill Young.

ILR STUDENTS PARTICIPATE IN MOCK ARBITRATION

Six students of ILR participated in a mock arbitration at a meeting of the Ithaca Central Labor Union at 8:00 P.M., Monday, December 5th. Walter Broderick, Henry Bloomgarden and Sidney Reiff argued the union side of the case and Louise Passerman, Stuart Shamberg and Al Marchigiani argued management's side. Professor John Slocum of the School acted as arbitrator. The program was arranged by ILR senior, Ernest Solit, educational director of the Central Labor Union.

LEADERS OF LABOR, BUSINESS AND INDUSTRIAL RELATIONS  
WILL PARTICIPATE IN STUDENT-SPONSORED CONFERENCE AT CORNELL

Ralph Dona today urged all students, faculty, and staff of the ILR School to attend the forthcoming conference on "Trends in Industrial Relations." Sponsored by the Student Organization, the conference will be held on December 14, 15 and 16 in the Moot Court Room of Myron Taylor Hall on the Cornell campus. The public is invited.

Ralph Dona, president of the Student Organization, John Graney, chair- of the Speakers' Committee, Samuel Goetz, chairman of the Speakers' Acti- vities Committee, and Rob Rowan, chairman of the Publicity Committee, have been active in developing details of the student-sponsored conference.

J. W. Keener, vice president of the B. F. Goodrich Company, will give the opening address on Wednesday, December 14 at 8:00 P.M. Other speakers are scheduled as follows:

On Thursday, December 15th: Morris Iushewitz, Secretary-Treasurer, New York City CIO Council, at 4:00 P.M.; William Maloney, Manager of Employee Relations for Ess. Standard Oil Company at 8:00 P.M.

On Friday, December 16th: Joseph D. Keenan, Director of Labor League for Political Education, A.F. of L., at 4:00 P.M.; Theodore Kheel, Impartial Arbitrator and formerly labor-relations trouble-shooter for Mayor O'Dwyer in New York City, at 8:00 P.M.; A. H. Raskin, Labor Editor for the New York Times, at 9:00 P.M.

PROFESSORS EMERSON & BEACH ATTEND VOCATIONAL CONFERENCE IN ATLANTIC CITY

Professors Lynn A. Emerson and C. Kenneth Beach of Industrial Education attended sessions of the annual meeting of the American Vocational Association in Atlantic City the week of December 4th.

Professor Emerson acted as conference and panel leader of the section on Supervisory Training on Friday, December 9th; spoke on "Some Impressions of Technical Education in the United States" at the section on the American Association of Technical High Schools and Institutes on Tuesday, December 6; and gave a report of the Research Committee at a luncheon meeting on Wednesday, December 7.

Professor Beach gave a report of the Committee on Research at the session on the National Association of Industrial Teacher Trainers on Monday, December 5 and chaired the afternoon session.

ILR ALUMNI HOLD MEETING IN CAPITAL DISTRICT

The first meeting of the Capital District chapter of the ILR alumni group met November 17th for dinner at the Edison Club in Rexford. Nearly 80% of ILR alumni in this area attended. Guest speakers for this occasion were Mr. Andrew C. Doyle, Regional Director of the N.Y.S. Mediation Board, Professor C. Arnold Hanson, Director of Student Personnel at the School, and Miss Ardemis Kouzian, District Representative of the School's Extension Division.

A business meeting and entertainment features marked the program. William E. Carroll '48 served as toastmaster.

ARTICLE BY PROF. MCCONNELL APPEARS IN "MODERN MANAGEMENT"

An article by Professor John W. McConnell, entitled "Reflections of a Business Executive" appeared in the November issue of "Modern Management." The article paraphrases the biblical text of First Corinthians: 13.

ERNEST VAISSIERE '50 WEDS ANNE BROOKE '49

Ernest Vaissiere, who expects to graduate in February, was married on November 23 to Anne Brooke, Arts '48, at the home of Mayor Bert Baker in Ithaca. Following the wedding a reception was held at the home of the couple at Varna. The Neufelds and Kobrins of ILR were among those present at the wedding. The bride is employed as credit manager of Morris's clothing store in Ithaca.

DALTON MCFARLAND'S ARTICLE APPEARS IN "PUBLIC RELATIONS JOURNAL"

An article by Dalton McFarland, originally written as a term paper for ILR 68, Public Relations, this past summer, appeared in the November 1949 issue of "The Public Relations Journal." The article is entitled "Public Relations Aspects of Labor Disputes." McFarland, who is assistant professor of personnel relations at the Michigan College of Mining and Technology, is working toward a Ph.D. in human relations at the ILR School.

PROFESSOR BROPHY SERVES ON PANEL

Professor John M. Brophy spoke November 20 at Willard Straight to the Religious Cultural Committee of the Newman Club. He served on a panel which considered the topic "Student Choice in Secular Education."

CECIL BOSTON AUTHORS TWO BOOKLETS

Cecil Boston, former ILR graduate student, now principal of the Don Thompson Vocational Senior High School in Tampa, Florida, has recently turned out a faculty handbook for Don Thompson which lists more than 20 staff members, the policies and objectives of his institution, and factors covering employment certification and retirement. In addition he has issued a bulletin "A Guide for Parents and Prospective Students" which gives information concerning the purpose of the School, its various services and extra-curricular programs, for the information of both parents and students. A native of Florida and a graduate of Florida A & M, Boston wrote his Master's thesis on "Occupational Opportunities and Vocational Training Needs for Negroes in Daytona Beach, Florida." He was formerly president of the Negro State Teachers Association in Florida.

PROF. SMITH PICTURED IN KOREAN LANGUAGE MAGAZINE

The September issue of the Korean-language magazine, "American Monthly," which has just been received at Cornell, contains a five-page article about the University. The periodical is published in Korea by the U. S. State Department as part of the department overseas information program. Among photographs of Cornell, is one of Professor Alpheus W. Smith teaching an extension class in industrial and labor relations.

TED FROST '51 WOULD APPRECIATE MAIL

Ted Frost, ILR junior who is recovering from a serious illness, would appreciate mail from ILR'ers. He may be addressed either at the hospital - Beth Israel Hospital, 17th and Stuyvesant Place, New York City; or at his home, Riverlane Road, Westport, Conn.

PROFESSOR BURLING DISCUSSES PSYCHIATRY AT AAUW MEETING

Dr. Temple Burling of ILR discussed psychiatry at a meeting of the Ithaca Branch of the American Association of University Women in Martha Van Rensselaer Auditorium November 17.



#### ILR GRADUATES HOLD BRUNCH PARTY, PLAN CHRISTMAS AFFAIR

A Sunday morning brunch party was held by ILR graduate students November 13 at the home of Mr. and Mrs. Carmen DelliQuadri on the Slaterville Road. Those attending enjoyed a tasty brunch, games, and football. Originally scheduled for Taughannock State Park, the event was transferred indoors because of rain.

The next Graduate Students Council affair will be a dinner-dance to be held December 19.

#### MARION HOLLEY, ILR '50, ON CORNELL DEBATE TEAM; PROF. JOHN THURBER JUDGES CORNELL-COLUMBIA DEBATE

Marion Holley, ILR '50, participated in the Cornell-Columbia debate. November 18 on the subject: "Resolved that the Federal Government should adopt a policy of equalizing educational opportunity in tax-supported schools." Marion Holley, and Lawrence Greenapple presented the affirmative case and won the debate. In her first appearance on the debate team, Miss Holley ably portrayed the inequities and inadequacies of educational facilities, particularly in the South, using statistics on the total income production of some states to prove that they could not support an adequate educational system by themselves.

- Professor John Thurber acted as a judge of the debate. Other judges were Professor Frederick Stutz of the Education Department and Lee Griffin, Teaching Fellow, of the Department of Speech. In awarding the decision to Cornell, the vote of the judges was unanimous.

#### M.S. IN I.L.R. PROGRAM TO BE MORE FLEXIBLE

The Graduate Faculty Committee met with the graduate students November 21 to discuss possible modifications in the new M.S. in I.L.R. program. Professor McConnell, chairman, Professors Tolles, Whyte, and Hanson of the committee, and other faculty members were present.

As a result of the meeting, the program has been made more flexible. According to Professor McConnell, the committee has made plans for increasing the course offerings so that electives can be taken at the beginning of the student's graduate work and has improved procedures for substitution of courses for required courses where the student is well qualified in a given field. A wider selection of courses will be offered during the summer session and regular semesters.

#### CHARLES MERTENS BELGIAN-BOUND FOR NUPTIALS

Lady Simonis, Baroness du Four, and the Baron and Baroness Simonis have the honor to announce the marriage of their grand-daughter and daughter, Marie-Therese to Dr. Charles Mertens, Assistant at the University of Louvain, C.R.B., Graduate Fellow.

The marriage vows will be given before Monseigneur van Waeyenbergh, P.A., Rector of the University of Louvain. The nuptial mass will be celebrated by Rev. Father Halleux, pastor of the Heuzy parish church on Tuesday, December 29 at 11 o'clock. The reception will be held at the home of the bride's parents at 123 Avenue du Chene, Heuzy, Belgium. The couple will return to Ithaca on January 2 where they will live at 426 W. Court Street, Ithaca. Dr. Mertens, son of the late A. M. Mertens, professor at the University of Louvain, is a non-candidate graduate student at ILR School.

#### PROF. MCCONNELL DISCUSSES FAIR LABOR STANDARDS ACT

Members of the Elmira Association of Commerce, at their November 22 meeting, heard Professor John W. McConnell of ILR discuss the new Fair Labor Standards Act. McConnell explained the new law, which becomes effective January 25, and cleared up much confusion on the part of employers regarding the new act.

#### BILL ZIMMERMAN '49 WRITES FROM OREGON

Bill Zimmerman, who received his Master's from ILR in October, writes to Bob Raimon from his home in Portland, Oregon:

"We moved into our new home last week - a two-bedroom, single story house about 25 minutes from the middle of Portland during the rush hour. I have a position with a large retail concern (14 stores in Portland and 1700 employees) which handles groceries, drugs, auto supplies, hardware, etc. It is more or less of a trainee position for the first six months; after which I will assist the Personnel Director who also takes care of industrial relations. At present I am working on the grand opening of a new store. I didn't find it too difficult to locate a job although things are pretty tight. After looking around for two weeks, I had four offers - two of which were in Personnel...I have had lunch several times with Frank Miller."

#### CHARLES FRANKS ACTS AS CONSULTANT TO ROBINSON AIRLINES

Charles Franke, graduate assistant, is acting as consultant to Robinson Airlines on their labor relations program. He plans to write his Master's on this problem. Franke this semester is assisting Professor Jesse Carpenter with the Abelson collection of documents.

#### ILR LIBRARY BULLETIN HAS CIRCULATION OF 834

"Abstracts and Annotations", the ILR library's semi-monthly bulletin summarizing periodical articles and containing brief notes on books and pamphlets in the field, has a total outside mailing of 744. Of these, 50 go to ILR alumni. The other 650 go to libraries, persons in state and federal government offices, in management and in unions, and to libraries. Twenty-five copies go to the State Library, 10 go to NAM, and two to each extension office. Of the several sent outside the country, one goes to the Royal Library in Copenhagen, one to the University of Hawaii, one to the International Labor Office, Geneva, Switzerland, one to the University of Montreal, to Quebec, and Toronto. Ninety are distributed around ILR, making a total of just under 850. About two-thirds of the circulation is within the State. Two or three requests for "Abstracts and Annotations" are received every day.

#### PROFESSOR THURBER REVIEWS BOOK FOR "THE ANNALS"

Professor John Thurber's review of a recent book, "The Catholic Church and the Knights of Labor," by Henry J. Browne, appeared in the November issue of "The Annals of the American Academy of Political and Social Science." Professor Thurber, a member of the Extension staff, was for many years engaged in directing adult education projects and extension lecturing, and has taught at the Universities of Pennsylvania and California.

#### ELWOOD MOFFETT OF UMW SPEAKS TO ILR 550

On Wednesday, November 23, Mr. Elwood Moffett, Assistant to Chairman, District 50, United Mine Workers, spoke before Professor Maurice Neufeld's graduate class "Labor Union History, Government, and Administration," discussing the structure and government of District 50, UMW and the United Construction Workers in District 50.

#### PROF. KONVITZ ELECTED TO MUSEUM COUNCIL

Professor Milton R. Konvitz has been elected a member of the Academic Council of the Jewish Museum. The Jewish Museum is located in New York and is conducted under the auspices of the Jewish Theological Seminary of America.

### FACTS OF LIFE ON ILR UNDERGRADS

Q. How many undergraduates enrolled this term at ILR?

A. 263 men and 45 women; total 308.

Q. How many are from New York State?

A. 259 are from this state; 49 are out-of-staters.

Q. Are there more veterans or non-veteran undergrads this term?

A. Non-vets lead with 167; veterans number 141.

Q. What is the average age of the student body?

A. Age 22.48 Ages range from 16 to 44 years.

Q. How many incoming freshmen are there this term?

A. 39, including 27 men and 12 women.

Q. From which New York State counties do most of our students come?

A. Kings County leads with 32; Queens County is second with 24; Counties with 10 or more include Monroe (21), Nassau (19), New York (18), Bronx (18), Westchester (17), Erie (10), and Tompkins (10).

Q. How about our out-of-state students?

A. New Jersey and Pennsylvania are highest with 12 and 10 respectively. Three hail from Maryland; two each from Illinois, Massachusetts and Michigan Ohio, and West Virginia; and one each from California, D.C., Georgia, Indiana, Iowa, Maine, Oklahoma, and Texas.

Q. Do we have any undergraduates from outside the states?

A. Yes, seven. James Yung from China, Jimmy Comrigar, India; Hermann Schupbach, Switzerland; Erik Madsen, Denmark; and Betty Fujii, Harold Hee, and Robert Silva, Hawaii.

Q. What percentage of New York Staters come from the Metropolitan Area?

A. About half come from Metropolitan Area; about half from upstate.

### ILR PUBLISHES SUMMARY OF DAS THESIS

A summary report of Radha C. Das' doctorate thesis has been published as ILR Mimeographed Bulletin No. 2. Entitled "Analysis of Electrical Curricula in Selected Technical Institutes," the report describes the courses, equipment, textbooks and other educational procedures of 22 technical institutes which he personally visited. Das received his Ph.D. at ILR in September and has returned to his native India.

### IRVING BLUESTONE SPEAKS TO ILR 60

Speaking in place of Thomas Johnstone who was injured in a hunting accident, Irving Bluestone, head of the umpire division, General Motors Department, UAW-CIO, spoke to five sections of ILR 60, Contract-Making and Administration, November 22, in Room 50. In discussing the relationship between General Motors and the UAW-CIO, he pointed out the problems that exist in administering the contract due to the large number of people involved and the scattered location of the plants. He feels that the problem of handling grievances, whether real or imaginary, should be from a human relations angle, instead of a strict, legalistic approach.



PEOPLE ARE WONDERFUL

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Among recent visitors to the School were Bill Carroll '48 and Tom Donovan, '49. Carroll is employed by the Division of Employee and Community Relations at General Electric in Schenectady; Donovan is standards engineer for DuPont at East Chicago, Illinois.

Mrs. Betty Ostrander on November 30 left her secretarial position with Professor John Brophy of Personnel Administration for a much-needed rest. She plans to type student theses. Betty's husband, Remson, is a Cornell law student.

Walter Suskind, ILR Master's candidate, has left the School because of illness in his family.

Professor and Mrs. Edgar Parsons recently purchased a two-year old, six-room home seven miles north of Ithaca on Route 34.

Mrs. Payne, home-town Ithaca, is making things easier for coffee hour participants these days. Arriving at 9 o'clock, she makes the coffee, washes cups as they are used, and tidies up afterwards.

Annamay Sheppard, who received her Master's last February at ILR, is now living at 2924 Deakin Street, Berkeley, Calif. where she is doing substitute teaching. Her husband, Herb, is taking his Ph.D. in chemistry at the University of California.

Monica Daly, Theresa Haley and Ellen Basler attended a party over the Thanksgiving holidays at the home of Miss Anita Rynone, Waverly, N.Y.

Born to Mr. and Mrs. Ross Forney of Dallas Texas, a daughter, Kathryn, on November 14; weight 7 lbs. 15 oz. Forney was a special student at ILR last year and is now working for the Forney Engineering Company in Dallas.

Herb Hubben, ILR graduate assistant, and wife Lois, ILR undergraduate, have an Ithaca phone at their home, and since it is too late to be listed in the directory, we are glad to publish it. 6834 will reach the Hubbens who live at 238 Linden Avenue.

Among ILR'ers traveling to Philadelphia to witness the Cornell-Pennsylvania game were Vivian Nicander, Frances Reddick and Helen Schaeffer.

Arriving from Houston, Texas, Virgil James' wife and two children, Nancy and Stephen, have joined him in Ithaca where they are living at East Vetsburg. Virgil is a graduate student at ILR.

Alice Duberman, secretary to Professor Tolles, spent the week-end of November 19 at her home in Brooklyn.

Richard Hanley, who received his Master's from ILR in '48, visited the School December 3. He is now personnel supervisor for Continental Can in Utica. The Hanleys have a four-month old son, Richard Paul.

Paul Gordon of Personnel Administration spent the week-end of November 19 at his home in New York City, and experienced considerable difficulty in returning to Ithaca because of a snowstorm.

On Tuesday evening, December 6th, Professor Milton R. Konvitz spoke before Professor Henry Guerlac's graduate seminar in The History of Science.

#### WOMAN OF THE WEEK

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Professor Jean Trepp McKelvey is perhaps the "commutiest" member of the ILR faculty. In this connection she reports that she is a strong advocate of portal-to-portal basis of wage payments. Maintaining her permanent home in Rochester where her husband, Blake, is City Historian, Mrs. McKelvey spends Tuesdays, Wednesdays and Thursdays in Ithaca, teaching two sections of ILR 60, "Contract-Making and Administration", and ILR 75, "Governmental Adjustment of Labor Disputes." Her background and wealth of experience make her ideally suited to her present teaching position.

Born in St. Louis, Missouri and attending high school in East Orange, New Jersey, Professor McKelvey received her A.B. summa cum laude from Wellesley in 1929. Fellowships from Radcliffe and Wellesley enabled her to spend three years in Radcliffe where she received an M.A. in 1931 and a Ph.D. in 1933. Her doctoral dissertation, "Union-Management Cooperation", written under Professors William Z. Ripley and Sumner Slichter, was based on materials collected in the field through interviews with trade unionists, personnel managers and economists, and from first-hand studies of minutes of union-management meetings.

From 1932 until 1946 Mrs. McKelvey taught economics at Sarah Lawrence College, Bronxville, N.Y. Her booklet "The Uses of Field Work in Teaching Economics" was published by Sarah Lawrence. In addition to organizing and teaching classes for workers in Yonkers, and in Rochester for the Amalgamated Clothing Workers and the Typographical Union, Mrs. McKelvey was employed for a short time during the war as a factory worker in the Delco Products Division of General Motors and became a shop steward and a member of the local union. She resigned from this job to become a Public Panel member and Hearing Officer for the N.L.R.B., Region 2.

Professor McKelvey has written articles and reviews for the Wisconsin Magazine of History, New York History, Journal of Negro History, Dictionary of American Biography, Journal of Political Economy, American Economic Review, and Journal of Economic History. She is a member of the Board of Trustees of Wellesley College, her alma mater, a member of the Better Housing Association, Inc. of Rochester, and was formerly a member of the Board, New York Consumer's League.

## EXTENSION DIVISION

### MACHINIST CLASSES UNDER WAY IN FIVE COMMUNITIES

The ILR Extension Division is conducting classes for locals of the International Association of Machinists throughout New York State, Ralph N. Campbell, Director of Extension, has announced. These programs are being planned in cooperation with the New York State Council of Machinists and various IAM locals.

The state-wide program was stimulated at a recent convention of the New York State Council of Machinists. The Council, responsible for the promotion of educational activities, suggested that the locals utilize the services offered by the Extension Division of the ILR School to labor and management groups and to the general public in New York State.

### THREE NEW COURSES IN METROPOLITAN AREA

Three new courses have been scheduled for the Metropolitan Area.

Three sections of a course entitled "The Shop Steward and His Union" are being given to the Building Service Employees International Union, Local 32B, AFL. Mr. Julius Manson will teach two sections, and Mr. Arthur Stark will teach the other. The course is scheduled for the following dates: January 10-February 14, and January 9 - February 20.

New courses for the New York Personnel Management Association include: "Techniques of Staff Interviewing," which is being taught by Mr. Ernest de la Ossa, from November to December 7; and "Conference Methods and Personnel Administration," which is being taught by Mr. F. F. Bradshaw, from November 1 to December 13.

### COURSE GIVEN FOR OIL WORKERS INTERNATIONAL UNION AND INTERNATIONAL ASSOCIATION OF MACHINISTS IN WELLSVILLE

Parliamentary Law and Public Speaking is being given to the Oil Workers International Union, Local 480, CIO, and the International Association of Machinists, Lodge 1580, in Wellsville, N.Y. This course, which began on November 14 and will run through December 19, is being taught by Mr. Jay Savereid of the Cornell Speech and Drama Department. Mr. Savereid came to Cornell this year from Wesleyan.

### EXTENSION DIVISION PUBLISHES NEW PAMPHLET

A new publication has recently been issued by the Extension Division. An 8-page pamphlet entitled "At Your Service," it is designed to aid in informing the people of New York State of the services available through the Extension Division. The pamphlet, which includes four pictures of various Extension activities, explains the operation of the Extension program and lists the various fields in which the Extension Division offers programs. Copies may be obtained from the Public Relations or Extension offices.

Correction: The course "Current Issues in Labor Relations" is being taught by Mr. Sol Herzog instead of Mr. Paul Herzog, as erroneously reported in the last issue of FOI.